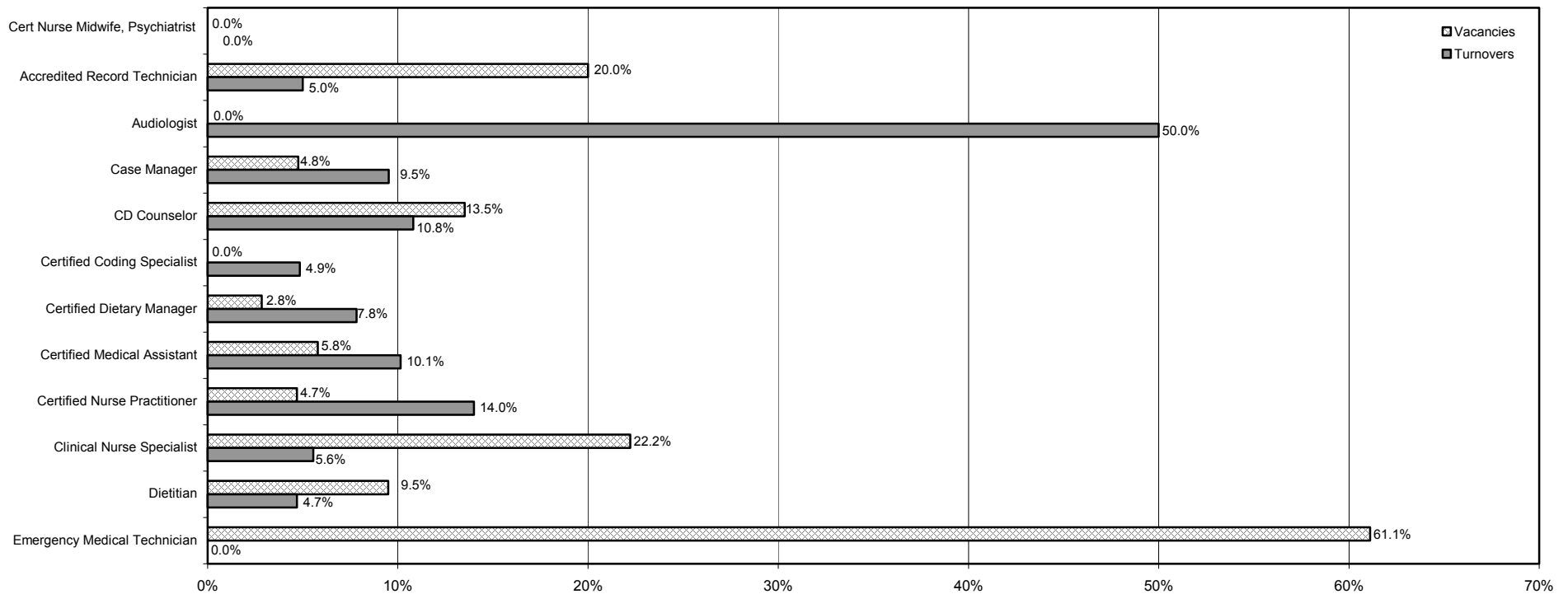


Statewide Data

Out of the 691 surveys sent out to the nine different facility types in South Dakota, 596 were returned for a return rate of 86.3 percent. See Appendix B for a table showing the actual number of positions, vacancies, and turnovers as well as the percent of vacancy and turnover for all positions listed in Figure 1. As illustrated in Figure 1, the position with the highest percentage of vacancies was emergency medical technician with 61.1 percent followed by psychologist at 31.7 percent and podiatrist at 28.6 percent. The positions with the lowest percentage of vacancies were certified nurse midwife, psychiatrist,

audiologist, certified coding specialist, health unit clerk, MDS coordinator, and paramedic all with 0 percent. The position with the highest percentage of turnovers was audiologist with 50.0 percent followed by nursing assistant at 35.9 percent and patient care technician at 32.5 percent. The position with the lowest percentage of turnovers was certified nurse midwife, psychiatrist, emergency medical technician, nephrologists, podiatrist, and registered record administrator all with 0 percent.

Figure 1
Percent of Vacancies and Turnovers



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

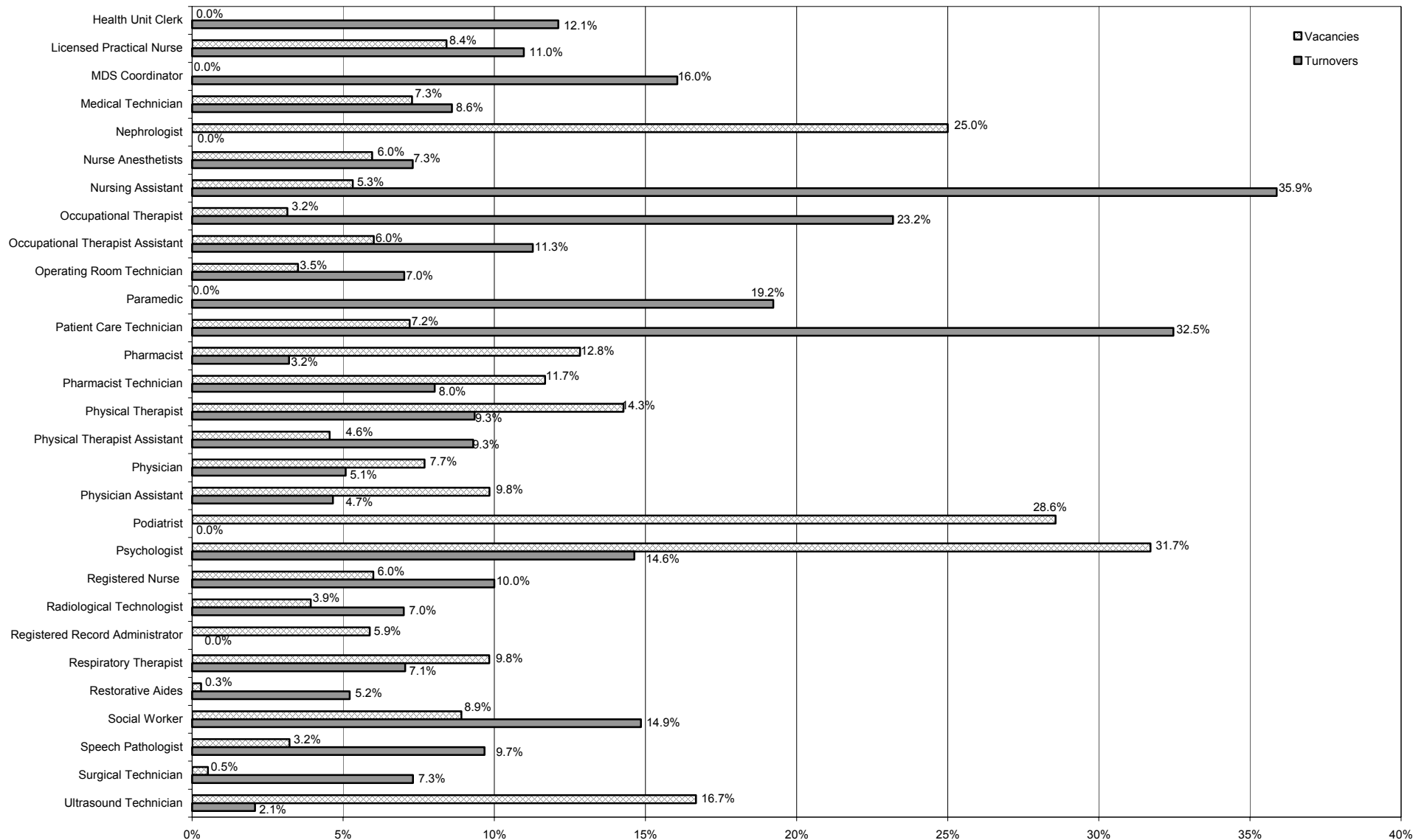
Note: Turnover is the number of employees who left the facility during the fiscal year.

Vacancy numbers are as of January 31st 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

There were no chiropractors in any facilities in 2004.

Figure 1
Percent of Vacancies and Turnovers (continued)



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

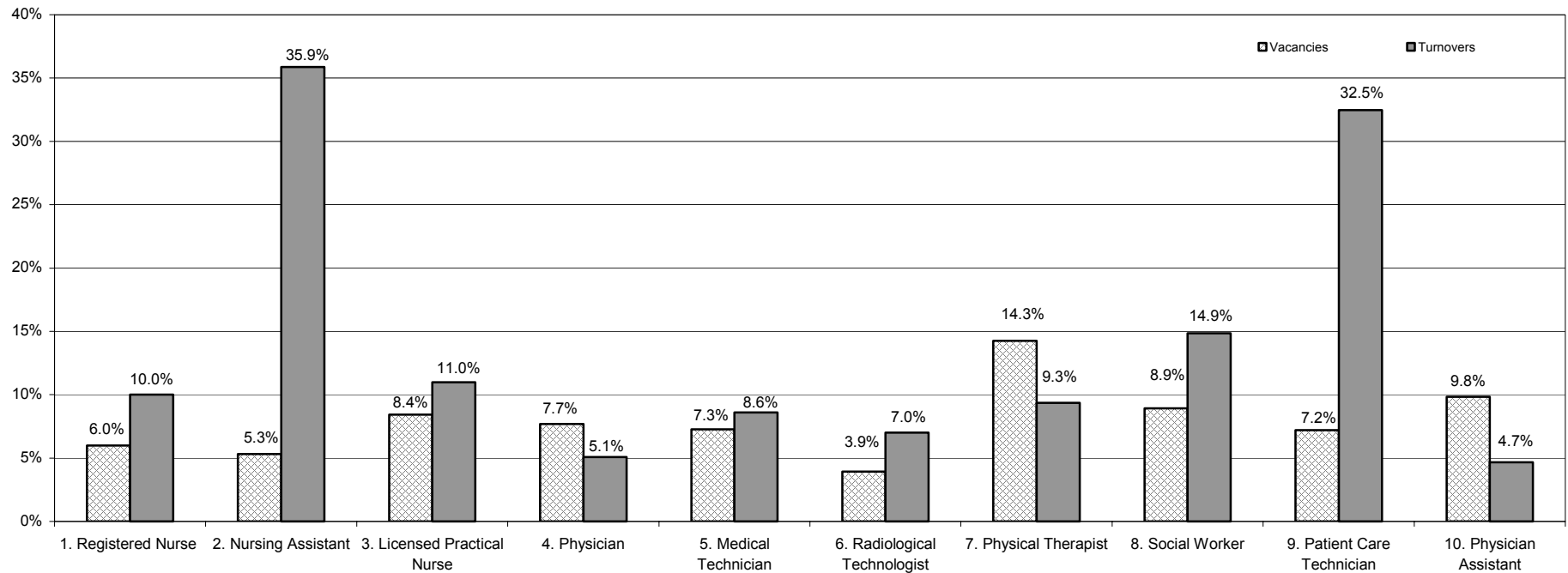
Vacancy numbers are as of January 31st 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

Figure 2 illustrates the percent of vacancies and turnovers for the top ten full-time budgeted positions employed at the nine facility types. The top ten full-time budgeted positions refer to the ten health care professions in which the largest number of people are employed. Physical therapist had the highest percent of vacancies with 14.3

percent and radiological technologist had the lowest percent of vacancies with 3.9 percent. Nursing assistant had the highest percent of turnovers with 35.9 percent and physician assistant had the lowest percent of turnovers with 4.7 percent.

Figure 2
Top Ten Full Time Budgeted Positions- Percent of Vacancies and Turnovers

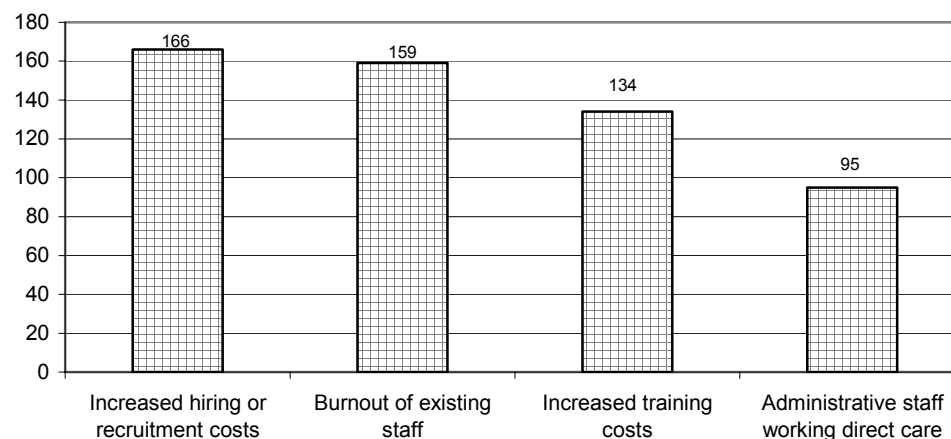


Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records
 Note: Turnover is the number of employees who left the facility during the fiscal year.
 Vacancy numbers are as of January 31st 2004.
 For definitions of percent of vacancies and percent of turnovers see Appendix A.

Impact of Vacancies and Turnovers

Figure 3 provides the responses to the impact of vacancies and turnovers on facilities. All facilities were impacted similarly by vacancies and turnovers. Top responses from greatest to least were “increased hiring or recruitment costs”, “burnout of existing staff”, “increased training costs”, and “administrative staff working direct care”.

Figure 3
Impact of Vacancies or Turnovers on Facilities



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records

Note: Turnover is the number of employees who left the facility during the fiscal year.

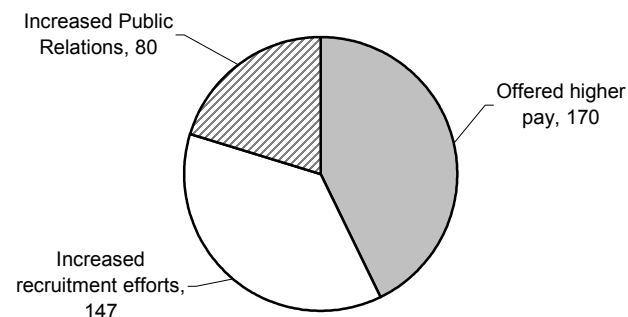
Vacancy numbers are as of January 31st 2004.

For definitions of percent of vacancies and percent of turnovers see Appendix A.

Measures Taken for Hard-to-Fill Vacancies

Figure 4 indicates that surveyed facilities used higher pay most of the time as a measure taken to tackle hard-to-fill vacancies; 170 facilities chose this response. Increased recruitment was the second most marked response with 147 facilities choosing it. A total of 80 facilities checked increased public relations for the third most marked response. Facilities were allowed to check more than one response.

Figure 4
Measures Taken to Tackle Hard-to-Fill Vacancies



Source: South Dakota Department of Health, Office of Data, Statistics & Vital Records